

EXHIBIT A

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Telephone Number:

415-522-3415

To: Roberta Steele, Regional Attorney

Company: EEOC San Francisco District Office

From: Shannon Liss-Riordan, Esq.

Date: 12/7/2022 Total Pages Including Cover Sheet: 34

Client Name: Carolina B. Strifling

Comments:

☐ URGENT☐ FOR REVIEW☐ PLEASE COMMENT☐ PLEASE REPLY

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December 7, 2022

VIA FACSIMILE

Roberta Steele, Regional Attorney
EEOC San Francisco District Office
450 Golden Gate Avenue
5 West, P.O. Box 36025
San Francisco, CA 94102-3661
FAX: 415-522-3415

Dear Ms. Steele:

Our firm represents Ms. Carolina B. Strifling in her class action Charge of Discrimination against Twitter, Inc. ("Twitter"). As described in the enclosed charge, Ms. Strifling alleges that Twitter has discriminated against her and other workers on the basis of sex.

We request that the EEOC issue a notice of right to sue immediately. Simultaneously with the submission of this Charge, we are filing a lawsuit on Ms. Strifling's behalf in order to seek emergency relief to prevent Twitter from obtaining severance agreements that contain full releases from the individuals who have suffered sex discrimination in Twitter's mass layoffs.

Your attention to this matter is appreciated.

Sincerely,

/s/ Shannon Liss-Riordan
Shannon Liss-Riordan

EEOC Form 5 (5/01)

CHARGE OF DISCRIMINATION This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.		Charge Presented to: Agency(ies) Charge No(s): <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	
_____ and EEOC State or local Agency, if any			
Name (indicate Mr. Ms. Mrs.) Ms. Carolina B. Strifling		Home Phone (Incl. Area Code) 617-994-5800	Date of Birth
Street Address City, State and ZIP Code Miami, Florida, c/o Shannon Liss-Riordan, Lichten & Liss-Riordan, P.C., 729 Boylston Street, Suite 2000, Boston, MA 02116			
Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)			
Name Twitter, Inc.		No. Employees, Members More than 5,000	Phone No. (Include Area Code) 866-924-2008
Street Address City, State and ZIP Code 1355 Market Street, San Francisco, CA 94103			
DISCRIMINATION BASED ON (Check appropriate box(es).) <input type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify below.)		DATE(S) DISCRIMINATION TOOK PLACE Earliest Latest November 4, 2022 <input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attached extra sheet(s)): <p>Following a recent acquisition by Elon Musk, Twitter began laying thousands of employees off in a companywide mass layoff. On November 4, 2022, Twitter gave me notice that I would be laid off, effective January 2023. Elon Musk was personally involved in the process for choosing employees for layoff, which was widely reported to be ad hoc and chaotic and with little if any regard for employees' performance, abilities, and experience. Indeed, the layoffs proportionally affected a far higher proportion of women than men, to a highly statistically significant degree. This result is not surprising, as Elon Musk is widely known for his demeaning and hostile comments about women. Elon Musk has also implemented policies since his acquisition of Twitter that have had the effect (I believe intended effect) of resulting in more women than men leaving the company, through forced resignations, as well as terminations and layoffs. These policies include demanding unreasonable work hours (including encouraging employees to work 12 hour days for 7 days a week, sleeping in the office, and working out of physical offices), which is likely to have a disproportionate impact on women, who are more often caregivers for children and other family members, and thus not able to comply with such demands. I hereby assert a class claim of sex discrimination against Twitter under Title VII for female Twitter employees across the country.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY – When necessary for State and Local Agency Requirements	
I declare under penalty of perjury that the above is true and correct. 12/07/2022 _____ Date Charging Party Signature		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief. SIGNATURE OF COMPLAINANT _____ SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)	

LICHTEN & LISS-RIORDAN, LLP

The Labor, Employment & Class Action Specialists

signNow**Document History**

SignNow E-Signature Audit Log

All dates expressed in MM/DD/YYYY (US)

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